

17 April 1981

MEMORANDUM FOR THE RECORD

SUBJECT : Proposed Interchange Agreement

1. OPM representatives, Ms. Tracy Spencer and Ms. Laura Gilmore visited DD/PPPM/PA&E on 7 April 1981 to review Agency regulations in connection with the proposed Interchange Agreement. On completion of the review, they both said they were pleased with the results of their review and that they believed the Agency personnel system matched their competitive system quite well. They had some general questions on the following topics, but nothing that would indicate disagreement:

Q: Who is the ultimate level of appeal on Grievance Cases?

A: The DCI.

Q: Are time-in-grade requirements firm?

A: They are guidelines only.

Q: Explain RIF procedure and how different from their's.

A: Surplus categories are identified and employees ranked by category, and cuts come from the bottom of the list. Tenure is not as all important here and individuals do not have "bumping" privileges.

Q: Who are Operating Officials?

A: Senior officials of components and Heads of independent offices.

Q: Is our system one of rank in person?

A: Yes

Q: Explain assignments across component lines.

A: These do occur and can be with or without change of S.D. (permanent reassignment or rotational)

Q: How often do we conduct classification surveys?

A: Told them I wasn't sure, but that PMCD scheduled them as regularly as possible, approximately every 3 to 5 years. PMCD later confirmed that this was approximately correct.

2. There were no other questions and Ms. Spencer said they would be back in touch with us shortly especially if they had any further questions after reviewing their notes. The meeting and their review appeared to go extremely well.



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